APRIL 2009 • VOLUME 3, ISSUE 4

Labour Market News

CENTRAL ALBERTA

Government of Alberta

JOB SEEKERS

Building a career

Working with wood as a carpenter

A day's work for any carpenter has lasting results.

"There's a part that's really enjoyable when you see a building going up," says Ron Shepherd, a carpenter foreman with Clark Builders. "You see the results of your work every day."

Variety of work

Carpenters are an essential part of most building projects. Their work starts right at the beginning of a project and then changes as the project moves along.

- **Cribbers** are the first type of carpenters on the construction site. Using wood and other materials, cribbers build the forms that hold concrete. In other words, they help build the foundation for the building.
- In residential construction projects, **framers** will build the frame of the house, giving the future home a shape and structure.
- **Finishing carpenters** are one of the last workers on the construction site, installing doors, windows, cabinets and trim.

Even after a building is finished, there is still work available. Carpenters are often called on to breathe new life into an old home or office by renovating the space.

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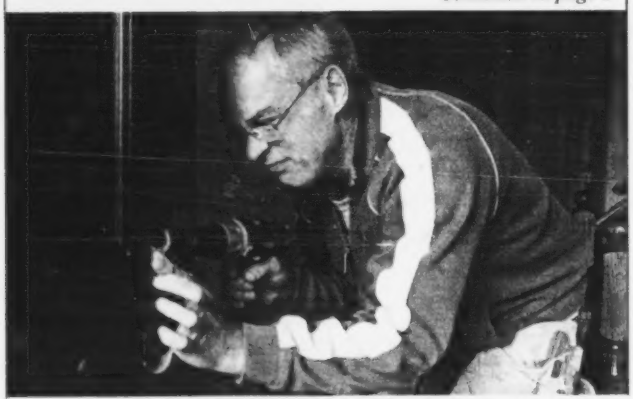
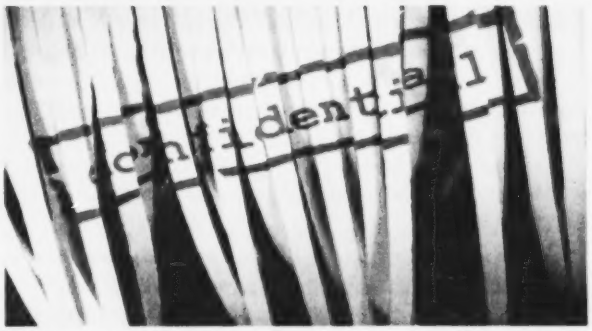


Residential construction has slowed, but companies that renovate homes say business has never been better.



In Alberta, the Personal Information Protection Act balances privacy with an employer's need for information.

EMPLOYERS

Privacy in the workplace

The rules, and the benefits

In the workplace, there are essential pieces of personal information an employer needs. But what information can an employer gather about their employees? Who decides? Do you need to know an employee's medical history? Do you have the right to check their references?

In Alberta, the rules governing information collection, use and distribution were laid down by the Personal Information Protection Act (PIPA) in 2004. The legislation not only governs what information employers can collect about employees, it also sets the boundaries for customers.

The PIPA website (pipa.alberta.ca) has dozens of pages with some very helpful information, but if there was one take-away rule to follow for dealing with both employees and customers, it would be: *if you don't need it, don't collect it* .

Whether it's information about your customers or your employees, PIPA says organizations can only collect the information they reasonably need to get the job done. For example, in the case of a rental customer, you may require a phone number to track down late rentals, but unless you are renting cars you probably don't need a driver's licence.

When it comes to employees, you will need a lot more information, like a SIN number or home address for emergencies.

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See page 7 for a related Best Practice story.

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This publication has been prepared for Alberta Employment and Immigration with the support of the Government of Canada.

Find us online at www.employment.alberta.ca/lmn

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Careers in carpentry

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Getting started

Carpenters often begin their career as a labourer on a construction site. One year ago it was fairly simple to find entry-level work on a construction site—home builders were desperate for help. It's not so simple now.

The downturn has hit residential construction hard, and entry-level jobs in home building are now rare. Still, there are opportunities. Job seekers just need to look in the right places.

New residential construction may be slower, but renovations are hot. Job seekers should also think about working in commercial, industrial or civil construction where the slowdown hasn't been quite as bad – in some cases contractors are even growing.

To find work in renovation, contact the contractors directly using the Yellow Pages. For commercial, industrial, or civil work, watch out for major projects in the news, find out who the contractor is and see if they need help. Many large contractors and engineering firms like Genivar, South Rock and Proform Concrete Services need help, particularly during the busy summer months.

And remember, when searching for work, don't stick to the classified ads. Construction is like any industry – a lot of people find jobs by word of mouth and it's important to connect with people working in construction.

If you want to give yourself an edge getting that important first job, consider taking a pre-trades course like the Carpentry and Construction certificate offered by Red Deer College (www.rdc.ab.ca). And if you are still in school, take advantage of shop classes. There is also the Registered Apprenticeship Program (see below) which lets high school students earn credits toward apprenticeship training while they finish high school. Many employers also look for workers who have completed the Construction Safety Training System (CSTS) course (see Resources below).

Becoming a carpenter

Carpentry is not a compulsory trade in Alberta, which means you don't have to complete an apprentice program to be a carpenter. If your employer feels you have enough experience, then you can work as a carpenter. But there are big advantages if you are certified.

The four-year apprenticeship program leads to better job security, better pay and more flexibility to move between different jobs. "Most of us who are are carpenters believe you should learn the trade as a generalist in an apprenticeship program," says Martyn Piper, executive secretary-treasurer with the Alberta Regional Council of Carpenters. "You limit your ability to be employed if you specialize early, and haven't followed the apprentice program."

Even if you decide not to take an apprenticeship program, carpentry demands a lot of brain power. Carpenters have to be able to run quick calculations in their head as they carefully measure, cut and build. And they have to interpret engineering drawings as they go.

Work conditions

Carpenters working on construction sites dress for the weather. They have to. Most of their work is outside, and they must be prepared for snow, rain and heat.

Carpenters specializing in renovation or finishing have it a little easier. But nearly all carpenters put in extra hours to finish an important job, and the work demands physical strength and endurance.

Employers

Whether its building huge industrial plants or fixing a deck, carpenters live from project to project. And there are several ways to handle the ups and downs of the business.

Some carpenters work permanently for major contractors with a steady stream of work. But many are self-employed and move from one project to the next, relying on their good reputation to find the next job. If the employers belong to Merit Contractors Association (see below) self-employed carpenters can keep benefits from job to job, and Merit offers training for employees. Yet another option is to join a union.

A union takes much of the guesswork out of finding work by pooling carpenters on to a single list. As each new job comes up, the carpenter next in line gets the job. The system spreads work around evenly and ends the need to constantly promote yourself and look for the next job. In addition, the union provides benefits and training to its members.

The variety of employment choices helps carpenters choose a lifestyle that fits their needs. But all carpenters have one thing in common – the satisfaction of seeing their work used and enjoyed long after they finish the job.

RESOURCES

- If you are interested in becoming an apprentice or want to check out the Registered Apprenticeship Program (RAP), visit Tradesecrets at tradesecrets.gov.ab.ca.
- In an industry where projects come and go, Merit Contractors Association provides benefits and training to employees who work with companies belonging to the association (www.meritalberta.com). Merit also sponsors a well-used job board at ab.constructionjobstores.com.
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- The Canadian Home Builders' Association's website posts information about working in construction and offers links to an Alberta job board at www.albertabuilderconnect.com.
- The Red Deer Construction Association offers the Construction Safety Training System (CSTS) course (CSTS). This course is needed for access to many job sites. Call 403-346-5321.

JOB SEEKER FEATURE STORY

Careers in carpentry

Continued from page 1

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Careers in wood
Options in carpentry

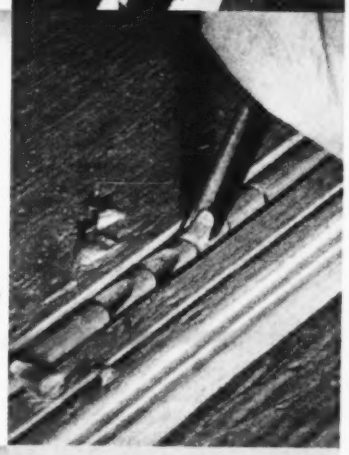
Careers TO CONSIDER

There are several types of carpenters including framers, cribbers and finishing carpenters. Many start their careers working closely with wood as a labourer on a construction site or as construction craft labourer (see below). Working on a construction site helps many workers see what part of the job they like and where they should focus their career.

CRIBBER (NOC 7271)

Cribbers work with wood, styrofoam and concrete to build and assemble the foundations for single-family and multi-family homes, and commercial or industrial buildings. Cribbers work in the new home building, renovation, institutional and commercial construction sectors. Construction companies are the main employers of cribbers, but they may be self-employed finding their own work through contacts and advertising. Unlike a finishing carpenter (see below), cribbers work on a large scale—detail isn't that important. But having a solid, well-built foundation is extremely important, and many contractors view cribbers and what they do as the most important stage of construction. Like all carpenters, cribbers need to be able to read and interpret documents and drawings. And because they constantly measure, plan and check what they are doing, they have to be good with numbers and able to solve problems. Cribbers are a type of carpenter, and in Alberta cribbers can learn their trade at work without going to school, but many choose to become certified carpenters through an apprenticeship. According to the 2007 Alberta Wage and Salary Survey this job paid on average $23.31 per hour.

FINISHING CARPENTER (NOC 7271)



Like cribbers, finishing carpenters are a specialized type of carpenter. As opposed to framers and cribbers (often called "rough" carpenters), finishing carpenters focus on the details of a home or office. Many finishing carpenters have the ability to do most of the finish carpentry work on a home, but most specialize in one or more specific areas. Some may focus on interior doors and trim, others will focus on cabinets, railing, shelving or flooring. Finishing carpenters typically work for home builders, supply and installation companies, or for themselves as independent contractors. Most finishing carpenters begin their career as a labourer in a carpentry related field (see below for an example), develop their skills in an apprenticeship program and then specialize in finishing work after exploring all the carpentry fields. The industry does not require finishing carpenters to be a journeyman, but there are benefits to certification. A self-employed contractor with a journeyman ticket is familiar with a variety of carpentry skills and can adapt to market conditions. According to the 2007 Alberta Wage and Salary Survey this job paid on average $23.31 per hour in 2007.

CONSTRUCTION CRAFT LABOURER (NOC 7611)

Do you like working outdoors with tools? Would you rather do a little bit of everything than the same job over and over again? Then you may want to think about becoming a construction craft labourer. This position is the rounded team player on a construction site. They can be hauling in material in the morning, helping to frame a house during the day and then cleaning up in the afternoon. The standard work week for construction craft labourers is 40 hours (eight hours a day, five days a week). There are peak periods in this job and overtime is common. As a construction craft labourer, you will generally work outdoors on construction sites with other construction professionals. Most jobs will be physically demanding. Construction craft labourer is a designated occupation in Alberta. This means training and certification are not required but trainees can apply to Alberta Apprenticeship and Industry Training for an Alberta Occupational Certificate (visit www.tradesecrets.gov.ab.ca for more information). Construction craft labourers work in new home building and renovation, heavy industrial, institutional, commercial and civil engineering construction. According to the 2007 Alberta Wage and Salary Survey this job paid on average $16.90 per hour in 2007.

WHAT IS IT LIKE TO BE A ...

Project foreman

How did you start in this career?
I just started working as a labourer in commercial construction, and kind of fell into it after my company was bought out by a construction company. My first job was cleaning up and as the years went on they asked me to go into an apprentice program for carpentry and then I started swinging the hammer more. I was a second year apprentice when I decided to go up north and build gas plants and compressor stations for oil companies. Now I'm project foreman with Clark Builders. Some days I miss the carpentry, but I still get the chance to jump in and help my guys.

What do you enjoy about your job?
It's a very hands-on job and I enjoy building things. You can move around too, and learn new things. I've worked in the oil industry, on the industrial end, and in commercial. They are two totally different ways of doing things. Each building's different. They each have their little quirks.

Does your job affect your lifestyle?
When I was working industrial, I was gone for sometimes 30 days at a time. It's hard to have a family. Now, in commercial, I drive from my home every day. My job can be hectic. It's mostly nine to five, but by the time you get home it can be six or seven o'clock. One advantage is that you don't bring your work home with you. The phone can ring a few times from work, to go into work and check the site, but we're not called in that often. Just when there's a problem.

What are some of the challenges of your job?
The technical side of it can be a challenge. You have to be able to figure out what engineers want in the drawings. Sometimes you're engineering some of this stuff for them, and trying to figure out what they were thinking.

Who would be suited for this job
You have to be a go-getter in this job. You have to be able to take on a job and not be afraid of it. When the job has to be done, you need to pick it up.

What are your career goals?
I want to keep moving up with this company, and perhaps become superintendent. There are opportunities to move up in carpentry—I started as a labourer, and now I'm a foreman.

What advice do you have for someone looking at this career?
You basically have to start at the bottom in this career. You have to work your way up. A lot of people nowadays seem to want to start at the top. As a labourer you get a feel for the job. You find out if you want to be stepping out in -20 degree weather, in a blizzard or in the rain. If you like it you can go on and take an apprenticeship. It's a little cheaper than getting a degree.

CAREER PROFILE

Ron Shephard

With over two decades of experience in carpentry and construction, Ron Shephard now holds a managerial position with Clark Builders. He still practices his carpentry trade on the worksite from time to time, but as a foreman, most of his work is spent overseeing labourers, apprentices and journeymen. "I do more of the organizing and making sure the quality control is there. But two of my guys are still apprentices and still learning, and I help them." Like many carpenters, he got his start as a labourer on a construction site, then entered an apprenticeship program to become a journeyman. For about 20 years Shephard worked on remote industrial sites. The pay was good but but he decided to look for something closer to home and switched to commercial construction.

Working as a SUPERVISOR, CARPENTRY TRADES (NOC 7215)

Wages	Supervisors and foremen in the carpentry trades are nearly always experienced carpenters who have either moved up into a well-paying managerial position or have decided to start their own business as a contractor. Foremen can expect to earn an average hourly rate of $30 according to the 2007 Alberta Wage and Salary Survey, while a carpenter makes $23.31 per hour according to the survey,
Hiring tips	Supervisors and foremen are management positions and while carpentry skills are critical, employers are also looking for strong leadership skills, good communication skills and the ability to deal professionally with customers. Organization is another important part of the job since foreman co-ordinate a construction process that can be quite complex.

Finding **child care ...**

Take time to do research before choosing a facility

work it out

Finding child care is one of the most important decisions a parent can make. Parents want their child to be safe and secure and need a provider who is relatively close to their work or home.

Often parents rely on family, friends or babysitters for their child care needs, but many turn to day-care centres, day homes and out-of-school care centres. In this case, parents need to do their research before choosing the right care for their child.

"There are lots of child-care facilities in Red Deer," says Tammy Bauer, child care program administrator with Central Alberta Child and Family Services Authority. "But spaces are really limited right now. I am a new mother and I had to be on a waiting list for a year before I could get child care, so it's pretty tough to find licensed facilities at this point."

But Bauer says parents can get lucky. "It's sort of hit and miss. It depends on when you contact a facility. You could just happen to walk into one where they've just lost a client and be able to get child care right away, you just never know."

Before beginning your search for quality child care, take a few minutes to think about what is important to you. No one knows the needs of your family better than you, so make a list of what's important to you and your family. Consider things like what your child's specific needs are, the type of activities they enjoy, any food allergies or preferences, where you need the facility to be located and what times you will need child care.

You should also make a list of questions to ask child-care workers. Here is a quick checklist of some of the things you can ask:

- Can children choose from a variety of activities?
- Is there provision for outdoor play?
- Do staff and children wash their hands before and after diapering or toileting?
- Is all indoor and outdoor equipment clean and safe?
- Do staff have First Aid in child care?
- Are staff/child or provider/child ratios in place?
- Are day-care staff trained at required levels of certification?
- Are staff engaged and involved with the children?
- Do staff calmly reassure children who are upset?

When looking for a licensed child-care facility, parents can start by checking out the Alberta government's child care website (www.child.gov.ab.ca).

This website has a list of child-care programs across Alberta and includes family day homes, day cares, out of school child-care centres and preschools. It also provides information on child care and a checklist of what to look for and ask when you visit a child-care facility.

There are plenty of options for childcare in Red Deer, but parents should do their homework before choosing a facility.

Another great resource is the Red Deer Child Care Society. This non-profit agency has a listing of a dozen day homes, day-care centres and school age programs. Parents can visit www.reddeerchildcare.ca or call (403) 347-7973 for more information.

The Central Alberta Child and Family Services Authority is also a good resource for parents. By visiting www.centralalbertacfsa.gov.ab.ca, calling their office (403-340-5400) or stopping in their office (4920 51 St., Red Deer), parents can find plenty of resources and assistance for finding child care. They can also provide you with information on funding options.

Subsidy options

In Alberta, there are two main options for funding— the Child Care Subsidy and the Kinship Care Funding Program.

The Child Care Subsidy helps eligible low- and middle-income parents with children 12 years and under with the cost of childcare. "The subsidy is based mainly on income, but applications are considered on a case-by-case basis," says Bauer. "And the application process is very simple. You just submit some identification and your application. It's definitely not overwhelming by any means."

The Kinship Care Program is another great child care alternative for parents. "This program allows extended family members who don't live with you to look after your child and you are provided a percentage of the cost to pay them," says Bauer. "It's kind of like babysitting and it's a great option since you can't always find a child-care facility or you may need child care at odd hours."

Coming events in Central Alberta

Ever wondered what it's to be an electrician? This year's **Trades Expo** will feature interactive displays that will give students the opportunity to experience as many as 50 of Alberta's registered trades and designated occupations first-hand. The expo will be held May 6 at the Westerner in Red Deer.

Olds Job Fair

The 6th annual Olds Job Fair will be held May 13th at the Olds Sportsplex (5133 - 52 Avenue, Olds). Entry is free and the fair starts at noon and runs until 6 p.m. If you'd like more information about the job fair visit www.c4e.ca.

Labour Force Survey Highlights

First quarter 2009

After years at rock-bottom levels, the unemployment rate in Central Alberta is starting to edge up to more balanced levels.

Up until recently, unemployment rates of around three and four per cent were putting huge pressures on employers who couldn't find workers. At five and six per cent the pressures are not nearly as painful. But some workers probably wish the boom would return.

In the last few months there have been several high profile layoff notices, many centred around the oil and gas sector. Several oil and gas service companies have laid off staff, and there have been dramatic cutbacks at manufacturers supplying pipe and other materials to the oilpatch.

Low energy prices have been a severe problem for many oil and gas companies. As prices fell, and drilling rates dropped, companies had little choice but to cutback.

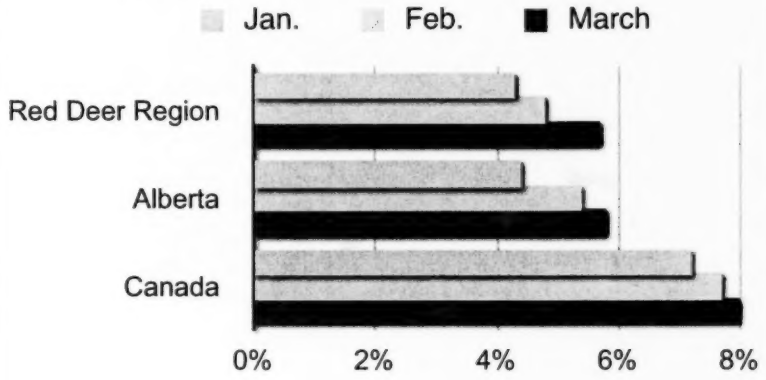
Still, Central Alberta is doing fairly well. The unemployment rate has yet to reach levels where most economists would say the labour supply exceeds the demand for labour (see bottom right).

One interesting part of the job picture has been a sudden stop to the ever-expanding workforce. In the first quarter of 2008, the total number of people working or looking for work in Central Alberta stood at 273,900. In March of 2009 it was exactly the same. While interesting, the numbers could easily be a one-off blip in the statistics.

In spite of rising unemployment rates in Canada, Alberta and in Central Alberta, there are bright spots. In Alberta, sectors that gained jobs included health care, social assistance and public administration.

For job hunters, a changing labour market means changes to the job hunt. Employers are no longer desperate for people, and job hunters will have to spend more time looking for work, tailoring their applications to the position and competing with other applicants. But while the job hunt may be a little tougher, in Central Alberta at least, there is still work to be found.

Unemployment Rate



Region	Central Alberta Labour Force Statistics *				
	Jan.	Feb.	March	Q1 2009	Q1 2008
Labour force (000s)	281.2	283.2	273.9	**279.4**	273.9
Employed (000s)	269.3	269.7	267.4	**268.8**	269.3
Unemployed (000s)	12	13.6	15.6	**13.7**	8.3
Unemployment Rate	4.3%	4.8%	5.7%	**4.9%**	3.1%

NOTE: *Central Alberta data is combined data for the economic regions of Red Deer, Camrose - Drumheller, and Banff, Jasper and Rocky Mountain House. Unemployment figures for Banff-Jasper-Rocky Mountain House were calculated when suppressed. All data are unadjusted.

SOURCE: Alberta Employment, Immigration and Industry Labour Force Statistics, employment.alberta.ca/lmi (Statistics Canada Labour Force Survey data)

Labour Market Thermometer

Simplicity is best

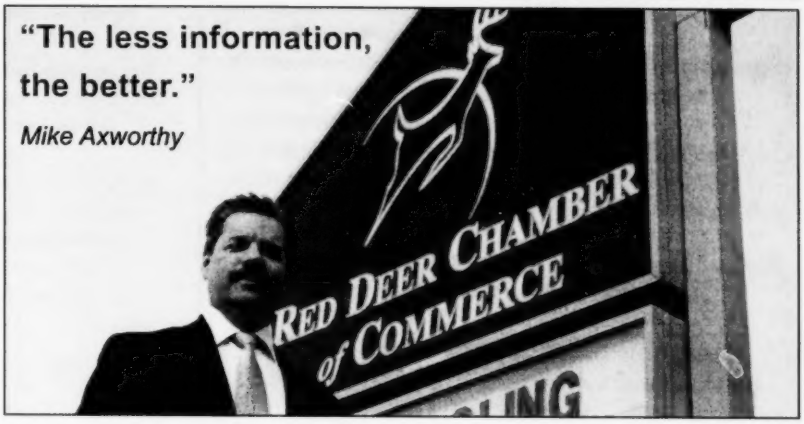
The Red Deer Chamber of Commerce on privacy

Best Practice FOR EMPLOYERS

Sometimes, less is more. And when it comes to collecting information about customers and employees in Alberta, this simple philosophy is the best philosophy.

"As far as most privacy policies go, the less information you have the better," explains Mike Axworthy, Red Deer Chamber of Commerce president.

A lean approach to information collection helps ensure employers are following the letter and the spirit the Personal Information Protection Act (PIPA), Alberta's legislation governing information collection and use for most businesses and non-profits. It's also the foundation of the Red Deer Chamber of Commerce's own privacy policy.



PIPA, getting started

Many businesses know little if anything about PIPA, but getting started isn't hard. At the chamber, it took a little time from some bright workers.

"We had a couple of really good people working for the chamber, and it didn't take them long to get a policy in place," says Axworthy. "It was quite easy for them to do."

To help get businesses started the legislation has it's own website (see below). The site has helpful tips and even ready-made policy templates.

Unless you are in an extremely complex business where the same information is distributed to employees, clients and customers, setting up a privacy policy shouldn't be hard. For most companies, particularly small ones, PIPA's templates are more than adequate. However, the chamber decided to put some effort into the project and wrote a policy that met their needs, and expressed their minimalist vision.

In clear and simple language, the chamber's policy not only lays down the rules straight from PIPA (like the need for consent, and for notification) it also gives the rules a context, explaining some of the ways information is used by the chamber, and exactly how information is protected whether it's using computer firewalls, or with physical locks. While it took a little extra time, the process wasn't wasted time.

"It put what we do in words," says Axworthy. "It helped us evaluate what we do." But like many worthwhile journeys, the trip ended right back at home.

"It turned out we didn't have anything we could pare down from what we asked from people," says Axworthy. "We reviewed what we were collecting from people and didn't find anything significant that we could remove from our collecting of information."

Because the chamber has kept its information collection to a minimum, it's now facing far fewer problems securing the data. "If you don't have the information in the first place, it won't go astray," says Axworthy.

One trick Axworthy uses in his own business for securing the sensitive information he does have, is to use an inexpensive program to encrypt anything on his memory stick.

"You have to be very careful with the information you do have," says Axworthy. "It's very common for people to lose a memory stick, and they can have a very large and important amount of information on them—the memory stick in my pocket right now has information from a number of customers, and that data can't get into anyone else's hands. I have to be extremely careful."

Even when Axworthy uses a testimonial about his services, he keeps the information deliberately opaque. "You can get into trouble by even mentioning your customer," says Axworthy. "Information can get you into trouble in surprising ways, which is one more reason to keep collection to the minimum needed to meet your goals."

RESOURCES

PIPA
PIPA's website at pipa.alberta.ca offers a wealth of information for employers. The legislation itself is explained, plus there are easy to follow guides for implementing PIPA in your workplace and templates for privacy policies and forms that will fill the needs for most small businesses.

OIPC
The OIPC website at oipc.ab.ca is another important source of information about the act, and how it's enforced. But perhaps the most interesting part is the 'Orders' page. Here you can get a real feel for PIPA in action. You can also phone OIPC's Calgary office if you have any questions at 403-297-2728.

EMPLOYERS

Privacy in the workplace

Continued from page 1

For jobs that require physical strength and endurance, or where people's lives are at stake, you may have additional requirements for medical information.

Thinking about what you need from your employees and your customers is the first, and most important step when you begin looking at privacy in the workplace. It will set the boundaries for what you should be collecting.

For some companies defining their needs is a bit of shock and they soon realize they've been collecting far too much information. But most companies are already well within PIPA's boundaries, and don't need to change what they do.

After paring your needs back to essentials, the next step is to look at how you collect that information, and what is done with the data.

1. Generally, you need consent to collect or distribute information, but there is one important exception. If you need certain information to manage an employee-employer relationship, then you don't need consent. This type of information is called personal employee information, and covers the basics like a SIN number and phone number. It can also cover medical information and driving records. The key test is if it is reasonably needed to manage an employee.
2. Notification is nearly always needed before information is collected or distributed. Of course, there are exceptions like during an emergency or for legal reasons, but generally employees and customers need to be told why the information is being collected and what it will be used for.
3. Any information collected must be available for the employee or customer.
4. The information collected must be secure—nothing angers an employee more than finding out their personal information is now public knowledge.

Enforcing these rules is the job of the Office of the Information and Privacy Commissioner (OIPC at www.oipc.ab.ca). They have the power to levy fines but they prefer not to.

"If you want help with the legislation, phone us," says Jill Clayton, director with OIPC (1-888-878-4044).

PIPA in practice: Checking references

Sometimes employers worry that checking a reference might breach privacy rules. It doesn't, for two reasons.

First, by submitting the reference, the job hunter is giving an implied consent for you to get that information.

Second, references are considered *personal employee information*—they are needed to manage the employee-employer relationship—and employers can check them without asking for consent.

FOR A BEST PRACTICE STORY ON AN ORGANIZATION WITH A SOUND PRIVACY POLICY, SEE PAGE 7.

EMPLOYER

Resources

Both federal and provincial governments have practical programs to help meet the current needs of employers. Here are a few programs that can be of assistance to business.

Information sources

The Labour Market Information page on the Alberta Employment and Immigration (E&I) website offers links to labour force statistics, forecasts, and wage and salary information. (employment.alberta.ca/lmi)

- The Central Alberta Economic Partnership (CAEP) website (www.centralalberta.ab.ca) has hundreds of links to information sources and programs including:
- Support for Training Workers
- Wage Subsidy Programs
- Recruiting Employees
- Employment Services in Central Alberta
- Foreign Worker Employer Guide

Seminars and networking

Employer Connections are held every Wednesday at the Labour Market Information Centre, 2nd Floor, First Red Deer Place, 4911-51 St. (across from the Provincial Building).

The meetings are an opportunity to meet job seekers, employment agencies and career counsellors.

Each week a single employer is showcased and presents their current job opportunities. To participate free of charge call 403-340-4342 and ask for a Business and Industry Liaison.

Labour solutions

- Red Deer Aboriginal Employment Services. Ph. 403-358-7734
- Métis Employment Services. Ph. 403-342-6636
- Career Assistance Network (www.rdcan.ca) teams unemployed workers with employers. Ph. 403-341-7811
- Employment Placement Support Services supports adults over 25, and persons with disabilities age 18 and over. Ph. 403-343-6249
- Employment Access offers employment programs for clients with disabilities. Ph. 403-341-2363
- DRES provides support and assistance to employers hiring people with disabilities. Contact the Canada-Alberta Service Centre in Red Deer. Ph. 403-340-5353

Personalized help when needed

There are dozens of programs available to employers. E&I employees will visit the workplace and provide a summary of options and opportunities. For example, they can direct managers to initiatives that will help their business, and workforce adjustment teams are available to help employees find new work if they are laid off.

For more information call 403-340-4342 and ask for a Business and Industry Liaison.

Sign up free: We're live and online

In the News, an electronic digest about regional business expansions, relocations and closures, and *Finding Work In*, which profiles different career opportunities, are available online at employment.alberta.ca/central. A free subscription service will notify you by e-mail when the latest edition of each product comes out.

On the same web page there are *Labour Market News* products for Stettler, Wetaskiwin, Vermillion and Wainwright.

JOB SEEKER

Resources

There are many resources in the central region that can be helpful to job seekers and workers alike.

Where to find us

This publication, In the News, (an electronic digest about regional business expansions, relocations and closures) and Finding Work In, which profiles different career opportunities, are available online at employment.alberta.ca/central.

A free subscription service will notify you by e-mail when the latest edition of each product comes out.

Job search and career websites

- www.jobbank.gc.ca **(Job listings, links and other services)**
- www.alis.gov.ab.ca **(Alberta Learning Information Service)**
- www.workopolis.ca **(Job listings)**
- www.monster.ca **(Job listings)**
- www.nextsteps.org **(Job resources for youth)**
- www.albertajobs.com **(Job listings)**
- www.hgcareers.com **(Job listings)**
- www.healthjobs.ab.ca **(Health care job listings)**

Job search and career information by phone

Alberta Career Information Hotline:

1-800-661-3753

Fax: 780-422-0372 TDD: 780-422-5283

Resumé review service

The Government of Alberta e-Resumé Review Service is a great way to have a resumé reviewed and improved, before sending it to employers.

To access the service, log on to www.alis.gov.ab.ca/hotline/resume and follow the instructions to send your resumé for review.

The service is free to residents of Alberta and those seeking work in Alberta.

Resources for labour market information

These websites offer a wealth of labour market information on Alberta and specific communities.

- employment.alberta.ca/lmi **(Alberta Employment and Immigration)**
- www.alis.gov.ab.ca **(Alberta Learning Information Service)**
- www.albertafirst.com **(Business and economic information)**
- www.centralalberta.ab.ca **(Central Alberta Economic Partnership)**
- www.alis.gov.ab.ca/employment/lmi/alberta.asp **(Labour market information across Alberta)**
- www.labourmarketinformation.ca **(Service Canada)**

Seminars and networking

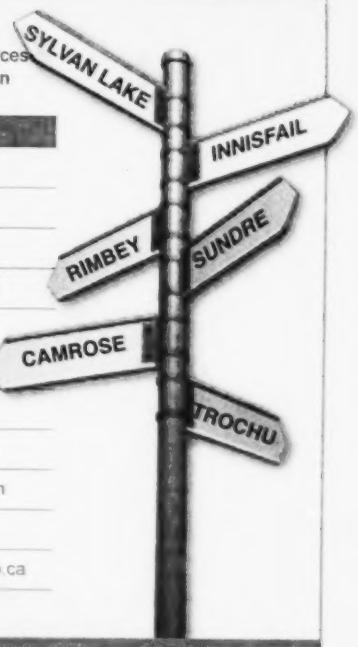
Employer Connections are held every Wednesday at the Labour Market Information Centre, 2nd Floor, First Red Deer Place, 4911-51 St. across from the Provincial Building.

The meetings are an opportunity to meet employers face to face.

New to Central Alberta?

See past issues of the Labour Market News (employment.alberta.ca/central) for employment, social services, health care, transportation and other great resources available in your community. Information is also available on municipal websites (see links below).

City / Town	Month
Camrose	www.camrose.com
Didsbury	www.didsbury.ca
Drayton Valley	www.draytonvalley.ca
Innisfail	www.townofinnisfail.com
Lacombe	www.lacombe.ca
Olds	www.town.olds.ab.ca
Ponoka	www.ponoka.org
Red Deer	www.city.red-deer.ab.ca
Rocky Mountain House	www.rockymtnhouse.com
Stettler	www.stettler.net
Sylvan Lake	www.town.sylvan-lake.ab.ca
Wetaskiwin	www.wetaskiwin.ca



LABOUR MARKET INFORMATION CENTRES

Labour Market Information Centres (LMIC's) provide information to help you make career, learning and work decisions. LMICs have books, career and employment counsellors, magazines, newspapers, software and videos about employment-related topics.

There are LMIC's across Alberta. For a complete list, see: employment.alberta.ca/lmic.

LMIC's in Central Alberta:

Camrose Alberta Service Centre
3rd Flr., Gemini Centre, 6708 - 48 Ave.
Ph. 780-608-2525

Drayton Valley Sub-Office
2nd Floor Provincial Building
5136 - 51 Ave. Ph. 780-542-3134

Olds Alberta Service Centre
4905 - 50 Ave. Ph. 403-507-8060

Red Deer Canada-Alberta Service Centre
2nd Floor First Red Deer Place, 4911 - 51 St.
Ph. 403-340-5353

Rocky Mountain House Alberta Service Centre, 4919 - 51 St. Ph. 403-845-8590

Stettler Alberta Service Centre
4835 - 50 St. Ph. 403-742-7586

Wetaskiwin Alberta Service Centre
1st Floor Macadil Building
5201 - 51 Ave. Ph. 780-361-1272

Lloydminster LMIC
5016 - 48 St. Ph. 780-871-6445

Wainwright LMIC
810 - 14 Ave. Ph. 780-842-7500

Vermilion LMIC
4701 - 52 St. Ph. 780-853-8164